Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

APHIS (and below)

For 4th Quarter 2012 for period ending September 30, 2012

	Comparative Data											
Complaint Activity	Pr	evious	2012Thru09-30									
	2007	2008	2009	2010	2011	20121111u09-30						
Number of Complaints Filed	44	55	61	45	49	47						
Number of Complainants	41	52	59	45	49	47						
Repeat Filers	2	3	2	0	0	0						

Complaints by Basis			Com	parativ	e Data	ı
Complaints by Basis	Pro	evious 1	Fiscal Y			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru09- 30
Race	10	12	11	8	16	13
Color	3	2	1	2	0	2
Religion	0	3	0	2	3	1
Reprisal	19	30	23	15	23	26
Sex	16	15	11	14	13	10
PDA	0	0	0	0	0	0

National Origin	5	4	6	4	4	5
Equal Pay Act	0	0	0	0	0	0
Age	11	13	10	10	10	10
Disability	9	9	11	10	12	13
Genetics	0	0	0	0	0	1
Non-EEO	3	9	10	8	5	5
			Com	parativ	ve Data	·
Complaints by Issue	Pro	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru09- 30
Appointment/Hire	0	0	2	1	0	1
Assignment of Duties	8	4	1	3	5	6
Awards	0	2	1	0	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	4	5	6	3	5
Suspension	3	7	5	4	1	1
Removal	0	2	2	1	0	0
Other	2	0	1	0	3	3
Duty Hours	1	1	3	0	0	1
Evaluation Appraisal	1	7	4	1	4	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	19	19	22	13	25	28

Sexual		4	1	1	0		1	2
Medical Examination		0	0	0	0	()	0
Pay (Including Overtime)		1	1	1	0	1	1	3
Promotion/Non-Selection		14	17	12	8	1	6	5
Reassignment					•			
Denied		0	1	1	1	2	2	2
Directed		2	0	1	0	3	3	2
Reasonable Accommodat	ion	4	2	7	2	4	4	7
Reinstatement		0	1	0	0	()	0
Retirement		0	0	0	0	()	0
Termination		4	1	5	5	1	1	2
Terms/Conditions of Employment		0	3	6	1	1	1	1
Time and Attendance		3	0	3	1	2	2	2
Training		1	4	4	1	4	5	5
Other		7	3	2	2	3	3	4
			Coi	mpa	rative	Data		
Processing Time]	Previous	Fiscal	Yea	ar Dat	a		2012Thru09-
	2007	2008	2009		2010	201	1	30
Complaints pending durir	g fiscal y	year	1					
Average number of days in investigation	185.67	231.51	173.3	0 2	248.48	175.:	27	196.82
Average number of days in final action	807.26	734.13	503.7	0	156.37	126.	69	233.06
Complaint pending during	g fiscal yo	ear where	e hearir	ng w	as requ	iested		
Average number of days in investigation	176.33	218.18	174.8	6 2	249.52	168.	09	205.26

Note: Complaints can be	be 2007 2008 2009 2010 2011 30									30			
Rendered by Basis			Previ	ous	Fis	cal Y	ea	r D	ata	ı		201	2Thru09-
Findings of Discrimination					(Comp	ar	ativ	ve I	Dat	a		
With Hearing	0	0	0	0	1	100	C)	0	1	50	0	0
Without Hearing	1	100	0 0	0	0	0	C)	0	1	50	1	100
Total Number Findings	1		0		1		C)		2		1	
	#	%	#	%	#	%	#	<i>‡</i> •	%	#	%	#	%
Actions Finding Discrimination	2	007	20	08	2	009	7	201	.0	20)11		30
Total Final Agency			Previ	ous	Fis	cal Y	Zea:	r D	ata	ì		2012	2Thru09-
					(Comj	— par	ati	ve]	 Dat	a		
Total Complaints Withdra Complainants	ıwn b	У	4	4	4	1		1			1		1
Con	ıplair	ıts V	Vithd	raw	n b	y Co	mp	lai	naı	nts			
Average days pending pri dismissal	or to		1509	2.	32	688	3	42	22	8	88		56
Total Complaints Dismiss Agency	sed by	7	4		5	4		12	2	:	8		7
			2007	20	08	200	9	20	10	20	11		30
Complaints Dismissed Agency	d by	-	Pr	evio	ous]	Fisca		_					Thru09-
days in final action		Comparative Data											
Average number of	896.	896.12 948.35 606.00 179.27 196.18									279.54		
Average number of days in investigation	192.	20	240.97		171	.94	24	7.8	0	194	1.42	1	76.09
Complaint pending during	g fisca	al ye	ar wh	ere	heai	ring v	was	no	t re	eque	ested		
Average number of days in final action	52.0	00	30.29	9	94.	50	12	7.7	5	75	.73		31.67

filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		1		0		2		1	
Race	0	0	0	0	0	0	0	0	0	0	1	100
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	2	100	0	0
Sex	0	0	0	0	1	100	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	50	0	0
Disability	1	100	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		1		0		1		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	0	0
Sex	0	0	0	0	1	100	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		0		0		0		1		1	
Race	0	0	0	0	0	0	0	0	0	0	1	100
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	100	0	0
Disability	1	100	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
				-		Comp	ara	tive	Da	ta		
Findings of		P	rev	ious	Fis	scal Y	ear	Dat	a		2012	Thru09-
Discrimination Rendered by Issue	2	007	20	008	2	009	20)10	2	011		30
·	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		1		0		2		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	50	0	0

Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												•
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	0	0	1	100	0	0	1	50	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	100	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		1		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	100	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-	0	0	0	0	1	100	0	0	0	0	0	0

Selection												
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		0		0		0		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0

Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment		ı	1				-	-	_	1	ı	
Non-Sexual	0	0	0	0	0	0	0	0	0	0	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	0	0	0	0	0	0	1	100	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	100	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
						(Com	para	tive	Data		
Pending Complaints F Previous Fiscal Years b]	Prev	vious	Fisc	cal Y	Zear	Da	ta	2012	Thru09-
TICTIONS LISCHI I CHIS D	, ou	.cus	200	7	2008	20	09	201	0	2011		30
Total complaints from pr	11′	7	94	9	4	76		0		0		

Fiscal Years						
Total Complainants	109	84	84	72	58	61
Number complaints pending						
Investigation	5	2	2	1	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	16	16	19	20	20	27
Final Agency Action	36	28	4	5	1	3
Appeal with EEOC Office of Federal Operations	3	3	4	4	5	5
			Com	parativ	ve Data	l
Complaint Investigations	Pro	evious]	Fiscal Y	Year D	ata	2012Thru09-
	2007	2008	2009	2010	2011	30
Pending Complaints Where Investigations Exceed Required Time Frames	4	3	7	3	6	3